



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Frank Ryan Chair Americas	White	Male	
Jackie Park Co-Managing Partner	Asian	Female	
Rick Chesley Co-Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: **26**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	19	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	3		0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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2023 Vault Law Firm Diversity Survey

DEI Professional

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm's diversity, equity, and inclusion initiatives?

Yes

Name and Title

Lenora Ausbon-Odom, Chief Talent Development & Inclusion Officer

Edward "Smitty" Smith, National Diversity and Inclusion Partner

Shuhana Khan, Sr. Director, Talent Development and Inclusion

Tasha Brown, Director, Talent Development and Inclusion

DEI Committee

Does the firm have a diversity, equity, and inclusion committee or the equivalent? Yes

In what year was the committee formed?

The firm has had local diversity and inclusion committees since 2005.

Total Number of Attorneys on DEI Committee: 22

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	2	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	2		0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? N/A

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials? Yes

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

1,651 Total attorneys in U.S. offices

3,257 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

676 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	329	319	1	27
American Indian or Alaska Native	0	0	0	0
Asian	37	51	0	0
Black or African-American	13	17	0	0
Hispanic or Latinx	29	26	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	231	202	1	0
Two or More Races	9	12	0	0
Other or Unknown	10	11	0	27
Additional Demographics	20	16	1	0
LGBTQ+ Individuals	20	16	1	0
Individuals with Disabilities	0	0	0	0

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2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

604 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	423	165	0	16
American Indian or Alaska Native	1	0	0	0
Asian	30	8	0	0
Black or African-American	8	8	0	0
Hispanic or Latinx	16	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	348	135	0	0
Two or More Races	2	2	0	0
Other or Unknown	18	5	0	16
Additional Demographics	5	3	0	0
LGBTQ+ Individuals	5	3	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Non-Equity Partners

0 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

DLA Piper is a single-tier partnership where all partners are equity partners.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

191 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	108	79	0	4
American Indian or Alaska Native	0	0	0	0
Asian	3	10	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	8	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	84	52	0	0
Two or More Races	3	1	0	0
Other or Unknown	8	3	0	4
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Non-Partner-Track Attorneys

155 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	75	74	0	6
American Indian or Alaska Native	0	0	0	0
Asian	9	6	0	0
Black or African-American	4	9	0	0
Hispanic or Latinx	3	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	47	47	0	0
Two or More Races	4	2	0	0
Other or Unknown	8	2	0	6
Additional Demographics	2	2	0	0
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	0	0	0	0

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2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

25 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	9	1	1
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	1	2	1	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	4	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	1
Additional Demographics	2	0	1	0
LGBTQ+ Individuals	2	0	1	0
Individuals with Disabilities	0	0	0	0

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U.S. Office Managing Partners

29 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	22	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	3	0	0
Two or More Races	0	1	0	0
Other or Unknown	3	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

2 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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FORMAL PROCESSES AND GOALS

Metrics

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes Racial/ethnic identity
- Yes Gender identity and gender expression
- Yes Sexual orientation
- Yes Disability

Measurement

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

No If yes, describe the firm's targets:

2023 Vault Law Firm Diversity Survey

Accountability

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

Yes

If yes, explain how the firm holds partners accountable for DEI achievements?

The firm expects partners to engage in the firm community by engaging in the mentorship and training of firm lawyers, diversity and inclusion initiatives, pro bono matters, law school pipeline programs, and charitable work. Partners explain their involvement in these areas, which does factor into partners' compensation.

2023 Vault Law Firm Diversity Survey

DEI Training

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff

- No** Provides annual DEI training that addresses implicit bias for all attorneys
- No** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- No** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

Yes

If yes, which HBCUs does the firm hire from?

Howard, Florida A&M University, Southern University

Law Schools

Does the firm recruit at any other law schools specifically for diversity purposes, such as institutions with significant populations of students of color? (Note that we are looking for intentional recruiting efforts to broaden the pool of applicants and extend more opportunities to diverse students.)

No

If yes, which law schools does the firm recruit at specifically for diversity purposes?

2023 Vault Law Firm Diversity Survey

Scholarships

Does the firm offer scholarships, internships, or fellowships to diverse law students?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
Scholarships	

Link:

Internships	
LCLD Link:	2

Fellowships

DLA Piper's Raja Gaddipati Fellowship is a pipeline initiative that offers undergraduate students insight into large law firm practice. Link: <https://dlapiperus.referrals.selectminds.com/jobs/summer-intern-raja-gaddipati-fellowship-2602> 8

2023 Vault Law Firm Diversity Survey

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

If yes, list the diversity career fairs in which the firm participates

Bay Area Diversity Career Fair
Boston Lawyers Group Job Fair
Boston Lawyers Group Pre-Job Fair Reception
CCBA
Lavender Law Career Fair
Loyola IP Patent Job Fair
National BLSA
Southeastern Minority Job Fair (SEMJF)

Combating Implicit Bias

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

The firm deploys behavioral interview questioning and provides training on recruiting with an inclusive mindset for all lawyers and recruiters who interview during OCI and lateral recruitment.

2023 Vault Law Firm Diversity Survey

Summer Associates

In what ways does the firm support diverse summer associates (e.g., mentoring, training, events, etc.)?

The firm supports all summer associates, including all diverse summer associates, through the firm's six active employee resource groups, local D&I committees, and the Talent Development and Inclusion team, who meet with the summer class throughout the program to share training, resources, and perspectives.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

3 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

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Diversity Program Participants

If applicable, how many of the law students who participated in the firm's 1L summer associate program in 2021 (2 years ago) were hired through the firm's diversity scholarship/internship/fellowship program?

1

2023 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2022? **Yes**

70 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	30	1	14
American Indian or Alaska Native	0	0	0	0
Asian	1	7	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	13	1	0
Two or More Races	2	2	0	0
Other or Unknown	0	1	0	14
Additional Demographics	2	4	1	0
LGBTQ+ Individuals	2	4	1	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

70 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	30	1	14
American Indian or Alaska Native	0	0	0	0
Asian	1	7	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	13	1	0
Two or More Races	2	2	0	0
Other or Unknown	0	1	0	14
Additional Demographics	2	4	1	0
LGBTQ+ Individuals	2	4	1	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

70 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	30	1	14
American Indian or Alaska Native	0	0	0	0
Asian	1	7	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	13	1	0
Two or More Races	2	2	0	0
Other or Unknown	0	1	0	14
Additional Demographics	2	4	1	0
LGBTQ+ Individuals	2	4	1	0
Individuals with Disabilities	0	0	0	0

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2023 Vault Law Firm Diversity Survey

Diversity Program Participants

How many of the law students who participated in the firm's 2L summer associate program in 2022 were hired through the firm's diversity scholarship/internship/fellowship program?

1

New Attorneys Hired

350 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	176	142	2	30
American Indian or Alaska Native	0	0	0	0
Asian	25	21	0	0
Black or African-American	3	15	1	0
Hispanic or Latinx	14	13	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	111	80	1	0
Two or More Races	8	9	0	0
Other or Unknown	15	4	0	30
Additional Demographics	11	3	2	0
LGBTQ+ Individuals	11	3	2	0
Individuals with Disabilities	0	0	0	0

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Mandatory Arbitration

No Does the firm require associates to agree to mandatory arbitration as a condition of employment?

N/A Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:

2023 Vault Law Firm Diversity Survey

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

- * Black Resource Group Invested in Development, Growth, and Excellence (Bridge)
- * Hispanic/Latino Organization for Leadership & Advancement (Hola)
- * Iris -- the firm's LGBTQ+ network
- * The Leadership Alliance for Women (LAW)
- * Asian American Pacific Islander
- * Veterans and Military Families

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

What kind of support does the firm provide for its affinity groups or networks?

The firm provides strategic support in delivering key results around recruitment, retention, and development and also provides a budget for resource groups to host networking events, programming, development opportunities, and client-facing events.

2023 Vault Law Firm Diversity Survey

DEI Events

Does the firm host DE&I retreats or conferences? **Yes**

Does firm leadership attend these events? **Yes**

If applicable, provide more detail on the firms DE&I events:

In 2022, the Firm hosted the Global Women's Leadership Summit. This event creates opportunities for women partners and senior associates to engage with female legal and c-suite leaders to discuss current business and legal topics, career development opportunities, and best practices.

Black In-House Counsel (BIHC): DLA Piper is proud to sponsor Black In-House Counsel (BIHC), an organization dedicated to increasing awareness of Black attorneys in Fortune 500 legal departments and AmLaw 100 law firms. BIHC is committed to forging a new path for Black attorneys through events, digital networks, and career development programs. Our lawyers serve as faculty for BIHC CLE programming and host in-house counsel receptions across the country.

Legal Mentor Network (LMN): DLA Piper is a founding sponsor of the Legal Mentor Network, a nonprofit organization focused on providing junior lawyers and law students with free mentoring services. Over the last two years, LMN has helped facilitate over 1,000 mentorship connections, matching law students and newly admitted attorneys with mentors in their geographic area and preferred field of legal practice.

PODER25: The firm is a sponsor of the Hispanic National Bar's PODER25, the first General Counsel pipeline program that specifically supports Hispanic attorneys and hosts boot camp programs and knowledge-sharing sessions that provide participating lawyers with key skill building that helps to prepare them for the next level of their careers. Our lawyers serve as faculty and facilitators for the boot camp sessions.

2023 Vault Law Firm Diversity Survey

Reverse Mentoring

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

Yes

If applicable, elaborate on the firm's reverse mentoring program:

The Career Advisor Program pairs associates with partners who work with them to shape their development plans and meet career objectives. The New Associate Jump Start Program assists first-year associates as they transition from law school to law firm practice. The Shadowing Program provides opportunities for associates to obtain billable hour credit by observing senior lawyers conducting high-value legal activities. Associates are encouraged to seek out opportunities, including trials, depositions, negotiations, closings, arbitrations, client meetings, and pitches. Shadowing emphasizes and fulfills the need for associates to understand the business contexts related to client problems and the skills needed to solve them.

2023 Vault Law Firm Diversity Survey

Associate Committee

Does the firm have an associate committee that consults with the partnership?

Yes

If applicable, describe how the associate committee engages with the partnership:

The Firm has two associate committees:

The Associate Advisory Council (AAC) works with the US Managing Partners to enhance associate communications and the exchange of ideas and perspectives. The AAC represents a cross-section of associates from each of the practice groups and from offices throughout the country. The key objective of the AAC is to communicate any questions or concerns while serving as a method of communication between our associates and firm leadership.

The Council of Associate Representatives (CARs) collaborates with AAC and is geographically aligned with the firm's leadership. They work together to ensure that all associates are fully engaged in the firm's mission.

2023 Vault Law Firm Diversity Survey**Combating Structural Racism**

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **No**

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

DLA Piper honors and celebrates the many rich cultures of our community. DLA Piper hosts firmwide and local programming and events for numerous commemorative and celebratory months. The national D&I team hosts firmwide events that feature internal and external thought leaders and our internal resource group leaders as panelists and moderators. Our National D&I Team collaborates with the resource groups to co-sponsor the events.

Throughout the year, DLA Piper honors and celebrates our diverse heritages and identities. Sample events from the past year include:

* In celebration of Black History Month, DLA Piper organized a panel discussion in which partners, associates, and business professionals shared their perspectives on the month's meaning and how they celebrate it. The month also featured virtual tours of several museums, including the National Museum of African American History & Culture and the DuSable Black History Museum. In addition, in celebration of both Black History Month and the approach to Women's History Month, we held a discussion of the book "Civil Rights Queen: Constance Baker Motley and the Struggle for Equality," joined by its author, Tomiko Brown-Nagin, Dean of Radcliffe Institute and Harvard Law School professor.

* Our Women's History Month theme was optimism and resilience. Both firm-wide and local LAW groups sponsored events, including networking activities and presentations with speakers such as Eve Rodsky, author of "Fair Play" and "Find Your Unicorn Space," and Dr. Laurie Santos, psychologist and host of the popular podcast, "The Happiness Lab." Throughout the month, we featured a social media campaign highlighting the women of DLA Piper and their accomplishments and joys over the past year.

* In celebration of Asian American Pacific Islander Month, our AAPI resource group organized a colleague panel in which participants shared their perspectives on their journeys as AAPI individuals in the legal profession and their hopes for the AAPI community.

* To recognize National Coming Out Day on October 11, the leaders of Iris, the firm's LGBTQ+ resource group, hosted an internal panel discussion featuring parents with LGBTQ+ children to share their stories, challenges, and learnings.

* In honor of Pride month, firm leaders participated in a day of service at onePULSE Foundation, which honors the victims and families of the tragic Pulse nightclub shootings of 2016. Team DLA Piper gathered at the onePULSE memorial and helped the organizer plan and prepare for the vigil on the anniversary of the attack. Teams focused on grounds preparation, memorial organizing, and other administrative tasks.

2023 Vault Law Firm Diversity Survey

NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

Yes

If applicable, describe the mentoring or sponsorship program

BRIDGE launched sponsorship circles, through which small groups (2-3) of associates and attorneys are paired with two or more partners for ongoing career support. The partners and of counsel provide associates and attorneys valuable mentorship and career advice.

2023 Vault Law Firm Diversity Survey

Professional Development

Does the firm offer professional development programs specifically for diverse attorneys?

Yes

If applicable, elaborate on the professional development programs available to diverse attorneys:

The Firm supports the professional growth of all attorneys, including diverse attorneys, by offering a range of training and networking opportunities throughout their careers. Our Talent Development and Inclusion team, led by Lenora Ausbon-Odom, Chief Talent Inclusion Officer, oversees the promotion-based and recruitment-based Academies and training programs for continuous development for all attorneys.

2023 Vault Law Firm Diversity Survey

Work Allocation

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

Yes

Describe how the firm monitors work distribution

The firm ensures that all lawyers are receiving equal access to opportunities and assignments.

2023 Vault Law Firm Diversity Survey

External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- Yes** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

The firm has membership in, or been a long time sponsor of, the following organizations: Women in Law Empowerment Forum, ChIPs Global Summit, The Human Rights Campaign, Corporate Counsel Women of Color, Minority Corporate Counsel Association, The National Bar Association, The National Association of Women Lawyers, The Hispanic National Bar Association, The National Asian Pacific American Bar Association, The South Asian Bar Association, The LGBT Bar Association's Lavender Law Conference & Career Fair, and Lambda Legal, National Black Law Student Association (NBLSA) Convention.

Through these relationships, our lawyers have opportunities to meet and foster strong relationships with individuals and organizations.

2023 Vault Law Firm Diversity Survey

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

No

If applicable, describe the firm's initiatives to mitigate implicit bias

Upward Reviews

Does the performance review process include the opportunity for associates to provide anonymous upward reviews?

No

If applicable, describe the firm's initiatives to mitigate implicit bias

2023 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

- Yes** The firm is Mansfield Certified
- Yes** The firm is Mansfield Certified Plus
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- No** The firm has instituted other formal processes (please describe):

Multi-tier Partnership

Does the firm have a multi-tiered partnership? **No**

Alternatives to Partnership

Does the firm have a multi-tiered partnership? **Yes**

If applicable, describe the alternatives to partnership:

The firm has several non-partnership track roles, from which an attorney may transition to an on-track position.

2023 Vault Law Firm Diversity Survey

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.

40%

Promotions to Partnership

23 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	11	0	1
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	11	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	1
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

Yes

If so, how many hours can be applied to the firm's billable hour target?

50

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

2023 Vault Law Firm Diversity Survey

Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

If salaries and/or bonuses are discretionary or hybrid: Does the firm publish compensation ranges or actual compensation for each associate?

The firm publishes a base salary scale and base bonus scale, but not individual salaries or bonus ranges.

Flex-time Policy

Does the firm have a formal flex-time policy?

Yes

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

Yes

Partnership Eligibility

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

Yes

Please explain how working an alternative schedule may affect an associate's path to partnership:

There is no effect of flex hours on the path to partnership.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

98 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	5	31	0	1
Equity Partners	1	6	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	10	25	0	1
Non-Partner-Track Attorneys	3	15	0	0

WORKING PARENTS

Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support?

Yes

If applicable, describe the family-planning resources available:

DLA Piper provides fertility and family-planning benefits, such as in-vitro fertilization, egg freezing, adoption, and surrogacy support.

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Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

Does the firm's parental leave policy distinguish between primary and secondary caregivers?

No

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

N/A

If yes: How much paid leave is available to primary caregivers?

N/A

If yes: How much paid leave is available to secondary caregivers?

N/A

If no: How much paid leave is available to those taking parental leave?

18 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

The parental policy for Attorneys provides up to 18 weeks of paid leave within a one-year period following the birth or adoption of a child.

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Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

In addition to the programs noted above, we also provide career coaching for parents through a vendor relationship, as well as the Working Parent resource group. We offer, Rethink Benefits, which provides resources for parents who are caring for a child with learning, behavioral, or social challenges or a developmental disability.

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INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

Yes

LGBTQ+ Inclusivity

What steps has the firm taken to create an inclusive environment for transgender and gender non-conforming individuals?

Yes Provides gender-neutral restrooms/facilities

Yes Offers health insurance plans that provide equitable benefits for transgender employees and dependents

Yes Provides an opportunity for employees to share preferred pronouns

Yes Uses gender-neutral pronouns in its policies and materials

Yes Non-discrimination policy explicitly includes gender identity and expression as a protected category

Yes Other (please elaborate):

Iris is a resource group for the firm's lesbian, gay, bisexual, and transgender Attorneys and Business Professionals and their allies. Iris is open to all lawyers and non-lawyers of the firm. In addition to providing welcoming support to its members, Iris serves as a forum and advisory body on matters of concern to the firm's LGBTQ personnel and supports projects that promote justice for the greater LGBTQ community. Iris meets regularly to provide networking and cross-selling activities that

Accessibility

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

Yes Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities

Yes Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns

Yes Non-discrimination policy explicitly includes disability as a protected category

No Other (please elaborate):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

0 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

0 Total Number of Departures among U.S. Partners in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

2023 Vault Law Firm Diversity Survey

Departures among U.S. Counsel / Of Counsel and Non-Partner-Track Attorneys

0 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

DLA Piper does not share departure information.

2023 Vault Law Firm Diversity Survey

SUCSESSES AND PRIORITIES

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#1

DLA Piper's Raja Gaddipati Fellowship is a pipeline initiative that offers diverse undergraduate students insight into large law firm practice through a six-week paid summer internship.

2023 Vault Law Firm Diversity Survey

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#2

The firm modified its associate bonus program in 2022 to recognize the contributions of its lawyers to diversity and inclusion initiatives and charitable activities. Associates may treat up to 50 hours spent on diversity and inclusion activities or charitable and community service activities as bonus-eligible activity. This encourages associates to participate in diversity and inclusion activities and engage in volunteer activities in a significant way.

2023 Vault Law Firm Diversity Survey

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#3

In 2022, LAW held its sixth Global Women's Leadership Summit, "Maximizing the Moment: Value Through Connection." This event creates opportunities for women partners and senior associates to engage with female legal and c-suite leaders to discuss current business and legal topics, career challenges and best practices to overcome them and network.

2023 Vault Law Firm Diversity Survey

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#1

Diversity and inclusion at DLA Piper is centered on giving all attorneys opportunities to advance their careers. We will continue to provide training, access to client experiences, professional programming and speaker events, and mentorship and development resources. We are focused on professional development, from the summer associate class to the partnership, and will continue to promote excellence in our lawyers throughout their careers.

2023 Vault Law Firm Diversity Survey

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#2

0

2023 Vault Law Firm Diversity Survey

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#3

0

2023 Vault Law Firm Diversity Survey

ADVICE TO CANDIDATES

Advice

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

- * Relay to the interviewer why a diverse and inclusive work environment is important to you for your career.
- * Learn about the firm's geographic footprint and ask about opportunities to work from locations across the country and internationally.
- * Inquire about recent events and programs that the firm has offered to its lawyers.
- * Inquire about associate leadership groups, training programs, resource groups, and other opportunities for involvement.
- * Ask interviewers about their own experience at the firm.